Non-Competitive Appointments

AUG - 3 1981

While most Federal employees obtain employment through competitive procedures, there are specific occupations and specific agencies which are excepted from OPM competitive procedures. Employees appointed under a number of these non-competitive procedures may be converted to career or career-conditional appointments. It is important that agencies be aware of these authorities in relation to the Federal Equal Opportunity Recruitment Program implementation and accomplishment of affirmative employment objectives.

United States Office of Personnel Management
Office of Affirmative Employment Programs
Washington, D.C. 20415

EM-81-2
October 1980

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Schedule A Appointments

Reference	Appointing Authority	Type of Appointment	Qualifications and/or Requirements
FPM Chapter 213	213.3102(e)	Law clerk trainee positions	Applicants must be graduates of recognized law schools or persons having equivalent experience and shall be for periods not to exceed 14 months pending admission to the bar. Does not permit conversion to career or career-conditional appointment.
FPM Chapter 316 Subchapter 4 FPM 213 Appendix C	213.3102(i)	Temporary, part time or intermittent employment in wage board type (blue-collar) occupations.	Applicants must have had experience and/or training, paid or unpaid, military or civilian, of sufficient scope and quality to perform the duties of the specific position at the level for which applied. Does not permit conversion to career or career-conditional status.
FPM Chapter 213	213.3102(o)	Positions of a scientific, professional, or analytical nature when filled by bona fide members of the faculty of an accredited college or university who have special qualifications for the positions to which appointed.	Applicants must meet the special qualifications for the position. Employment under this provision shall not exceed 130 working days a year. Does not permit conversion to career or career-conditional status.
FPM Chapter 213	213.3102(p)	Positions of a scientific, professional, or analytical nature when filled by bona fide graduate students at accredited colleges or universities provided that the work performed for the agency is to be used by the student as a basis for completing certain academic requirements toward a graduate degree.	Applicants must be bona fide graduate students at accredited colleges or universities. Employments under this provision may be continued only so long as the foregoing conditions are met, and the total period of such employment shall not exceed one year in any individual case PROVIDED, That such employment may, with the approval of the Commission, be extended for not to exceed an additional year. Does not permit conversion to career or career-conditional status.
FPM Chapter 213	213.3102(q)	Positions at grade GS-7 and below when appointees are to assist scientific, professional, or technical employees.	Applicants must be high school science or mathematics teachers or bona fide students at high schools or accredited colleges or universities who are pursuing courses related to the field in which employed. Does not permit conversion to career or career-conditional status.
FPM Chapter 306 FPM Chapter 315 FPM Bulletin 315-26 FPM Letter 306-15 FPM Bulletin 306-17	213.3102(t)	Positions filled by mentally retarded persons.	Applicants must be evaluated by the State Vocational Rehabilitation Agency and certified as mentally retarded. May be converted to career or career-conditional appointment after 2 or more years satisfactory service and meeting any additional requirements.
FPM Chapter 306 FPM Chapter 315 FPM Bulletin 316-26 FPM Letter 306-15 FPM Bulletin 306-17	213.3102(u)	Positions filled by severely handicapped persons.	Applicants must have a severe physical disability. May be converted to career or career-conditional appointment after 2 or more years satisfactory service and meeting any additional requirements.
FPM Chapter 213 Appendix C FPM Bulletin 306-46	213.3102(v)	Temporary Summer Aid positions.	Must meet financial need criteria. No specific knowledge or skills required. Referred by State Employment Office. No parent in agency. Does not permit conversion to career or career-conditional status.
FPM Chapter 213	213.3102(w)	Part time or intermittent positions filled by students under the President's Youth Opportunity Stay-In-School Campaign.	Applicants must be handicapped or must meet the family size and income criteria-must need the income to remain in school. Does not permit conversion to career or career-conditional status.
FPM Chapter 213 Appendix C	213.3102(Y)	Summer employment positions at grade GS-2 and below filled by National Science	Applicants must be National Science Contest Finalists. Does not permit conversion to career or career-conditional status
FPM Letter 315-13	E.O. 12008 Section 213.3102(ii)	Presidential Management Intern Program	Nationwide competitive selections of MPA/MBA graduates recommended by their schools are for this two year intern program. Appoint-

FPM Chapter 213 Appendix C	213.3102(Y)	Summer employment positions at grade GS-2 and below filled by National Science	Applicants must be National Science Contest Finalists. Does not permit conversion to career or career-conditional status
FPM Letter 315-13	E.O. 12008 Section 213.3102(ii)	Presidential Management Intern Program	Nationwide competitive selections of MPA/MBA graduates recommended by their schools are for this two year intern program. Appointments are made at GS-9 and appointees may qualify for conversion to competitive appointment.
FPM Chapter 213	213.3102(jj)	Temporary appointment of Legal Interns	Must be bona fide student at recognized law schools who are candidates for J.D. or LLB degrees. Appointment for 1 year. This appointment shall terminate upon an individuals graduation from law school. Non-competitive temporary appointment only.
FPM Chapter 306 (to be incorporated) FPM Letter 306-14	213.3102(11)	Positions filled by persons designated as readers for the blind and interpreters for the deaf.	Possession of one year of general clerical experience or successful completion of one academic year (30 semester or 45 quarter hours) of full time study above the high school level. Ability to read and communicate in finger spelling or sign language. Does not permit conversion to career or career-conditional appointment.

Schedule B Appointments

Reference	Appointing Authority	Type of Appointment	Qualifications and/or Requirements
FPM Chapter 308, Subchapter 2	213.3202(a)	Student positions established in connection with a bachelor's degree-cooperative education program.	Applicants must be bona fide college students. College major will be taken into consideration as it relates to position to be filled. Non-competitive conversion to career-conditional status after satisfactory completion of all requirements.
FPM Chapter 308, Subchapter 3; FPM Chapter 213, Appendix D	213.3202(b)	Student positions established in connection with a graduate degree-cooperative education program.	Applicants must be bona fide college students, College major will be taken into consideration as it relates to position to be filled. Non-competitive conversion to career-conditional status after satisfactory completion of all requirements.
FPM Chapter 308, Subchapter 4	213.3202(c)	Student positions established in connection with an associate degree-cooperative education program.	Applicants must be bona fide college students. College major will be taken into consideration as it relates to position to be filled. Non-competitive conversion to career-conditional status after satisfactory completion of all requirements.
FPM Chapter 308, Subchapter 6. FPM Chapter 213, Appendix D.	213.3202(d)	Student positions established in connection with the Harry S. Truman Foundation Scholarship Program.	Applicants must be bona fide college students in their junior year of pursuing a bachelor's degree. Candidates are selected through nationwide competition based on academic performance and career interest. Non-competitive conversion to career-conditional status after satisfactory completion of all requirements.
FPM Chapter 308. Subchapter 8.	213.3202(f)	Student positions established in connection with the Federal Junior Fellowship Program.	Must qualify under needs criteria based upon family income. Be graduating senior in upper 10% of graduating class planning to enroll or be accepted for a baccalaureate curriculum. Candidates selected from OPM referrals. Non-competitive conversion to career-conditional status after satisfactory completion of all requirements.
FPM Letter 306-17	213.3202(K)	Two year limited full time, part time or intermittent positions filled by mentally restored persons	Mentally restored persons must be at a severe disadvantage in obtaining employment or have had a significant period of substantially disrupted employment because of disability. Must be certified to a position by State Vocational counselor or a VA psychologist (or a psychiatrist). Applicants must meet minimum requirements (including written test). This authority will not permit conversion to career or career-conditional status.

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Other Non-Competitive Appointments

Reference	Appointing Authority	Type of Appointment	Qualifications and/or Requirements
FPM Chapter 307	307.102	Non-competitive appointment of Vietnam-Era Veterans (VRA).	Must have served between 8/5/64 and 5/7/75. Fourteen-year education restriction, except for service-connected disability veterans. Must have served at least 180 days with an other than Dishonorable Discharge. Must meet experience and/or training requirements for position. Non-competitive conversion to career-conditional status after 2 years satisfactory service.
FPM Chapter 315	315.604	Non-competitive appointment of disabled veterans under an agency training plan.	Must be a veteran with a service-connected disability and have a training plan agreement with agency and Veterans Administration. May be non-competitively converted to career to career-conditional for the position or class of positions for which trained and qualified.
FPM Bulletin 300-50 Attachment 1 FPM Letter 300-27 (to be incorporated in Chapter 315)	315.707	Non-competitive appointment of veterans with 30% or more disability.	Veterans must be serving under a temporary appointment not limited to 60 days or less. Must meet the qualification requirements at time of initial appointment. May be non-competitively converted to career-conditional status at agencies' discretion.
FPM Chapter 316 Subchapter 4	316.402(a)	Temporary appointment for 1 year or less to Federal Wage System (blue-collar)	Must have had experience and/or training, paid or unpaid, military or civilian, of sufficient scope and quality to perform the duties of the specific position at the level for which applied. No conversion from this appointment.
FPM Chapter 315, Subchapter 6.	Civil Service Rule 6.7	Present employees of Tennessee Valley Authority	Non-temporary employees of the Tennessee Valley Authority may be appointed noncompetitively to a career-conditional position if appointed without a break in service of one full work day. This authority is not applicable to trades and labor positions.
FPM Chapter 315, Subchapter 6. OPM Letter 315-14	315.601	Canal Zone Merit System Employees	Former non-temporary employees of the Canal Zone Merit System may be noncompetitively appointed to a career or career-conditional position under certain conditions.
FPM Chapter 212 FPM Letter 212-1		Certain District of Columbia Government Employees	District of Columbia Government employees who have attained career or career-conditional status before January 1, 1980, may be appointed noncompetitively to a career or career-conditional position.
FPM Chapter 315, Subchapter 6.	315.602	Employees of the Office of President or White House Staff	An employee of the Office of the President or White House Staff may be noncompetitively appointed to a career or career-conditional position provided the appointment is made without a break in service of a full work day, the employee has completed at least two years of such service and meets general eligibility requirements.
FPM Chapter 315, Subchapter 6.	39 U.S.C. 1006	Postal Career Service Employees	An employee of the Postal Career Service under an appointment without time limit may transfer noncompetitively to a career or career-conditional position provided the transfer is affected without a break in service of a full work day, the employee meets applicable qualification standards and certain service requirements.
FPM Chapter 315, Subchapter 6.	39 U.S.C. 1006	Postal Rate Commission Employees	Same as above for Postal Career Service employees.
FPM Chapter 315, Subchapter 6.	5 U.S.C. 3304(c)	Present or former Legislative or Judicial Employees	Present or former employees of the legislative system with 3 yrs. of total service (4 yrs. total service for judicial system employees) may be appointed noncompetitively to a career-conditional position within one year of involuntary separation from such service. Separation must be through no fault of their own.
FPM Chapter 315, Subchapter 6. FPM Bulletin 315-26	315.605	Former Peace Corps, Vista, or Community Service Volunteers	Former volunteers of the Peace Corps, Vista or Community Service may be noncompetitively appointed to career or career-conditional status after satisfactory completion of volunteer service. The ex-volunteer must meet applicable qualification standards including written tests for the position.
FPM Chapter 315, Subchapter 6.	315.606	Present or former career foreign service employees	Under established agreement between OPM and Foreign Service Agencies, certain present and former employees of the Foreign Service may be

FPM Chapter 315, Subchapter 6.	39 U.S.C. 1005	Postal Career Service Employees	An employee of the Postal Career Service under an appointment without time limit may transfer noncompetitively to a career or career-conditional position provided the transfer is affected without a break in service of a full work day, the employee meets applicable qualification standards and certain service requirements.
FPM Chapter 315, Subchapter 6.	39 U.S.C. 1006	Postal Rate Commission Employees	Same as above for Postal Career Service employees.
FPM Chapter 315, Subchapter 6.	5 U.S.C. 3304(c)	Present or former Legislative or Judicial Employees	Present or former employees of the legislative system with 3 yrs. of total service (4 yrs. total service for judicial system employees) may be appointed noncompetitively to a career-conditional position within one year of involuntary separation from such service. Separation must be through no fault of their own.
FPM Chapter 315, Subchapter 6. FPM Bulletin 315-26	315.605	Former Peace Corps, Vista, or Community Service Volunteers	Former volunteers of the Peace Corps, Vista or Community Service may be noncompetitively appointed to career or career-conditional status after satisfactory completion of volunteer service. The ex-volunteer must meet applicable qualification standards including written tests for the position.
FPM Chapter 315, Subchapter 6.	315.606	Present or former career foreign service employees	Under established agreement between OPM and Foreign Service Agencies, certain present and former employees of the Foreign Service may be noncompetitively appointed to a career or career-conditional position provided the employee meets applicable qualification standards, (including written tests) possesses creditable service and meets citizenship requirements.
FPM Chapter 316 FPM Bulletin 300-50 Attachment 1	316.402(b) (4)	Temporary appointment of Vietnam-Era Veterans	Applicants must have served between 8/5/64 and 5/7/75, and have had experience and/or training, paid or unpaid, military or civilian, of sufficient scope and quality to perform the duties of the specific position at the level for which applied. Non-competitive temporary appointment only.
FPM Chapter 316 APM Bulletin 300-50 Attachment 1	316.402(b) (5)	Temporary appointment of 30% or more Disabled Veterans	Must have been awarded 30% or more service-connected disability and have had experience and/or training, paid or unpaid, military or civilian, of sufficient scope and quality to perform the duties of the specific position at the level for which applied. Must meet qualifications standards including any test. Non-competitive temporary appointment only.
FPM Chapter 315 Subchapter 6	C.S. Rule 6.7	U.S. Nuclear Regulatory Commission Employees	Under agreement between OPM and the U.A. Nuclear Regulatory Commission non-temporary employees of that agency may be noncompetitively appointed to a career or career-conditional position if appointed without a break in service of a full work day.
FPM Bulletin 315-26	315.607	Present and former Peace Corps personnel	Must have 36 months of substantially continuous satisfactory service under section 7(a) of the Peace Corps Act. May be appointed within 3 years after separation from Peace Corps, or until October 1, 1982, whichever is later. Must meet applicable qualification standards, including written tests, for the position. May be appointed noncompetitively to a career or career-conditional position.
FPM Chapter 315 Subchapter 6 (to be included)	Civil Service Rule 6.7	VA Canteen Service Canteen Management Program	Under agreement between OPM and VA, nontemporary employees of the VA Canteen Service, Canteen Management Program may be noncompetitively appointed to career or career-conditional positions if appointed without a break in service of 1 full workday. Agreement covers only positions in Canteen Management Program.
FPM Chapter 315 Subchapter 6	Civil Service Rule 6.7	VA medical personnel	Under agreement between OPM and VA, nontemporary employees in medial and related positions in the Division of Medicine and Surgery filled under section 4104(1) of title 38, United States Code. May be noncompetitively appointed to career or career-conditional positions if appointed without a break in service of 1 full work day.